



Date completed _____

BELONGING

Positive Relationship with a Caring Adult

	Most of the time	Sometimes	Rarely	Not Observed
Youth & adults participate equally to plan, implement, & evaluate club program	1	2	3	4
Call each member by his / her first name	1	2	3	4
Introductions and get-acquainted activities at each meeting	1	2	3	4
Recruit parents and other caring adults to serve as volunteers with the club	1	2	3	4
Adults listen to what youth are saying rather than promote their own ideas	1	2	3	4
Adults interact with youth (mingling with youth vs. sitting in the back)	1	2	3	4
Celebrate and fun together beyond club meetings	1	2	3	4

A Safe Environment

Club does not tolerate bullying, cliques or put downs	1	2	3	4
Volunteers are screened and trained	1	2	3	4
Members feel comfortable sharing ideas at 4-H meeting	1	2	3	4
Members, parents and volunteers treat all members equally	1	2	3	4
Financial audit form submitted annually	1	2	3	4
Meetings start and end on time	1	2	3	4

An Inclusive Environment

Youth feel included rather than excluded	1	2	3	4
Club members encourage each other during activities and events	1	2	3	4
Youth feel a sense of belonging	1	2	3	4
Club signs, banners, t-shirts, etc identifying their club with 4-H clover emblem	1	2	3	4
Members invite and welcome new members	1	2	3	4
Activities and events include all grades of members	1	2	3	4
Club meeting site meets ADA requirements	1	2	3	4
Opportunities for family participation, shared youth and adult leadership	1	2	3	4
Ceremonies and traditions develop group cohesion	1	2	3	4

MASTERY

Engagement in Learning

Meetings have a balance of education, recreation and business	1	2	3	4
Members working together, planning activities, and laughing	1	2	3	4
Members mature and grow from first year members to club officers	1	2	3	4
Club agenda available to members	1	2	3	4

	Most of the time	Sometimes	Rarely	Not Observed
Opportunity for mastery				
Active project leaders	1	2	3	4
Club involved in county activities	1	2	3	4
Members set project goals and gain knowledge through hands on activities	1	2	3	4
Members share their achievements with each other	1	2	3	4
Members receive public recognition for their achievements	1	2	3	4
Members assist or mentor other members	1	2	3	4
Members exhibit or demonstrate what they have learned	1	2	3	4

INDEPENDENCE

Opportunity to see oneself as an active participant in the future

Members try new projects and activities, as they get older	1	2	3	4
Active club officers or youth leadership team	1	2	3	4
Officers prepare agendas	1	2	3	4
Officers and members plan club program for the year	1	2	3	4
Members draw on their project interest to help choose possible careers	1	2	3	4
Club has an annual plan/program	1	2	3	4

Opportunity for self determination

Members attend meetings and actively participate	1	2	3	4
Club has constitution or bylaws	1	2	3	4
Members choose and plan club activities	1	2	3	4
Members talk about their experiences at meetings	1	2	3	4
Youth participate in decision – making activities in the club	1	2	3	4
Encourage older members to apply for leadership positions at the county	1	2	3	4
Older members plan, implement, evaluate programs for younger members	1	2	3	4

GENEROSITY

Opportunity to value and practice service for others

Club community service projects	1	2	3	4
Older members assist younger members	1	2	3	4
Share, reflect and recognize service contributions	1	2	3	4
Connection with local officials	1	2	3	4

The National 4-H Impact Design Implementation Team identified these essential elements as the critical elements in a 4-H experience.

Developed by Jeanne Baum, Outagamie County 4-H Youth Development Agent

Information adapted from:

Positive Youth Development: The Eight Essential Elements of a 4-H Experience, Iowa State University Extension

Helping Leaders Be 4-H Savvy: Positive Youth Development by Sheri Seibold, Extension Educator, University of Illinois Extension



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